



Announcement Summary

Entity name

SEEK LIMITED

Date of this announcement

Monday April 15, 2024

The +securities the subject of this notification are:

+Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

Total number of +securities to be issued/transferred

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
SEKAK	OPTION EXPIRING VARIOUS DATES EX VARIOUS PRICES	1,748	15/04/2024
SEKAQ	SHARE RIGHTS	14,344	15/04/2024
SEKAJ	PERFORMANCE RIGHTS	702	15/04/2024

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

SEEK LIMITED

We (the entity named above) give notice of the issue, conversion or payment up of the following unquoted +securities.

1.2 Registered number type

ACN

Registration number

080075314

1.3 ASX issuer code

SEK

1.4 The announcement is

New announcement

1.5 Date of this announcement

15/4/2024



Part 2 - Issue details

2.1 The +securities the subject of this notification are:

+Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

2.2a This notification is given in relation to an issue of +securities in a class which is not quoted on ASX and which:

has an existing ASX security code ("existing class")



Part 3B - number and type of +securities the subject of this notification (existing class) where issue has not previously been notified to ASX in an Appendix 3B

ASX +security code and description

SEKAJ : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

15/4/2024

Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class

Yes

Were any of the +securities issued to +key management personnel (KMP) or an +associate?

No

Please provide a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms

Please refer to Note 24 of SEEK's 2023 Annual Report:
<https://wcsecure.weblink.com.au/pdf/SEK/02725621.pdf>

Any other information the entity wishes to provide about the +securities the subject of this notification

Performance Rights:
Each Performance Right is a conditional right to be allocated a number of fully paid ordinary shares in SEEK. Vesting of the Performance Right is subject to a minimum individual performance condition, as well as continued employment, over the Qualifying Period (1 July 2023 - 30 June 2024). The maximum number of shares that will be provided at the end of the Qualifying Period if a Performance Right vests has been determined by dividing the allocation value of the Performance Right by the 60 Day VWAP up to and including 30 June 2023. The actual number of shares provided following vesting will be determined by applying a percentage based on the individual performance rating of a holder for FY24.

Issue details

Number of +securities

3

ASX +security code and description

SEKAQ : SHARE RIGHTS

Date the +securities the subject of this notification were issued

15/4/2024

Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class

Yes

Were any of the +securities issued to +key management personnel (KMP) or an +associate?

No

**Please provide a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms**

There is no document lodged with the ASX detailing the terms of the securities being issued (Matched Share Rights). A summary of the terms of the Shares@SEEK Plan is set out below.

Any other information the entity wishes to provide about the +securities the subject of this notification

Eligible employees contribute from their post-tax salary over a 12-month Contribution Period between \$1,000 and \$5,000 to purchase shares.

Shares will be acquired (known as Purchased Shares) on a quarterly basis using employee Contributions, rounded down to the nearest whole Share.

At the same time as the Purchased Shares are acquired, employees will receive a grant of Matched Share Rights on a '2 for 1 matching ratio'. For every two shares purchased via employee contributions, the employee will receive one Matched Share Right at no cost to them.

Purchased Shares will be subject to a Holding Lock during the Qualifying Period, being the 24-month period following the date the Purchased Shares are acquired.

If the employee continues to remain employed by the SEEK Group and holds their Purchased Shares for 24 months from the date they acquire them, their Matched Share Rights will vest and they will be allocated one Matched Share for each Matched Share Right.

Issue details

Number of +securities

14,344

ASX +security code and description

SEKAJ : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

15/4/2024

Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class

Yes

Were any of the +securities issued to +key management personnel (KMP) or an +associate?

No

Please provide a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms

Please refer to Note 24 of SEEK's 2023 Annual Report:
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Any other information the entity wishes to provide about the +securities the subject of this notification

WSP Rights:

- (a) Exercise price - Nil
- (b) Earliest exercise date - 1 July 2027
- (c) Expiry date - 30 June 2033



Each WSP Right is a conditional right to be allocated one fully paid ordinary share in SEEK. Vesting of the WSP Rights is subject to a relative Total Shareholder Return (TSR) performance hurdle. SEEK's TSR performance over the 3-year vesting period (1 July 2023 to 30 June 2026) will be assessed against the TSR performance of constituents of the S&P/ASX100 Index as at 30 June 2026. Vesting will occur if SEEK's relative TSR performance is between the 50th and 75th percentile. If the WSP Rights vest, they will be subject to an exercise restriction period until 30 June 2027.

Issue details

Number of +securities

699

ASX +security code and description

SEKAK : OPTION EXPIRING VARIOUS DATES EX VARIOUS PRICES

Date the +securities the subject of this notification were issued

15/4/2024

Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class

Yes

Were any of the +securities issued to +key management personnel (KMP) or an +associate?

No

Please provide a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms

Please refer to Note 24 of SEEK's 2023 Annual Report:
<https://wcsecure.weblink.com.au/pdf/SEK/02725621.pdf>

Any other information the entity wishes to provide about the +securities the subject of this notification

Wealth Sharing Plan (WSP) Options:
(a) Exercise price - \$23.29
(b) Earliest exercise date - 1 July 2027
(c) - Expiry date - 30 June 2033

Issue details

Number of +securities

1,748



Part 4 - +Securities on issue

Following the issue, conversion or payment up of the +securities the subject of this notification, the +securities of the entity will comprise:

The figures in parts 4.1 and 4.2 below are automatically generated and may not reflect the entity's current issued capital if other Appendix 2A, Appendix 3G or Appendix 3H forms are currently with ASX for processing.

4.1 Quoted +securities (Total number of each +class of +securities issued and quoted on ASX)

ASX +security code and description	Total number of +securities on issue
SEK : ORDINARY FULLY PAID	356,220,190

4.2 Unquoted +securities (Total number of each +class of +securities issued but not quoted on ASX)

ASX +security code and description	Total number of +securities on issue
SEKAK : OPTION EXPIRING VARIOUS DATES EX VARIOUS PRICES	1,330,418
SEKAB : EQUITY RIGHTS	8
SEKAQ : SHARE RIGHTS	42,933
SEKAP : RESTRICTED RIGHTS	13,582
SEKAJ : PERFORMANCE RIGHTS	1,411,551



Part 5 - Other Listing Rule requirements

5.1 Were the +securities issued under an exception in Listing Rule 7.2 and therefore the issue did not need any security holder approval under Listing Rule 7.1?

No

5.2 Has the entity obtained, or is it obtaining, +security holder approval for the issue under listing rule 7.1?

No

5.2b Are any of the +securities being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?

Yes

5.2b.1 How many +securities are being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?

20,922

5.2c Are any of the +securities being issued without +security holder approval using the entity's additional 10% placement capacity under listing rule 7.1A (if applicable)?

No